

# BEING NOT DOING

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How **one thing** can change  
the world

James McCulloch, Director of Leadership



# Feeling good



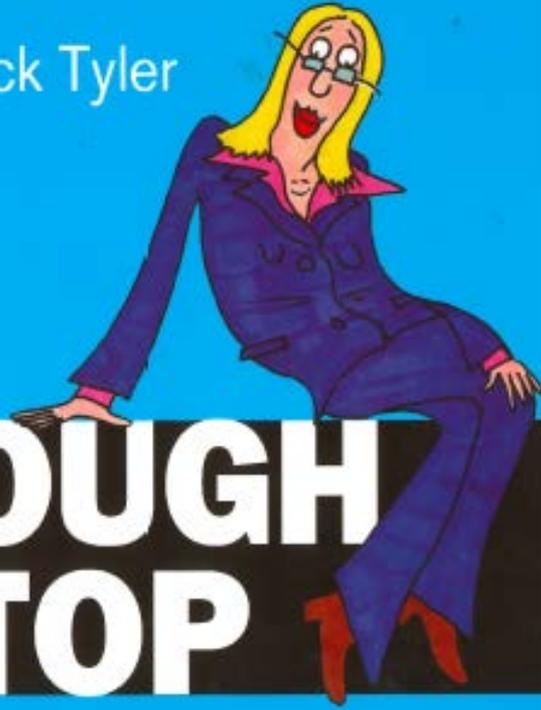






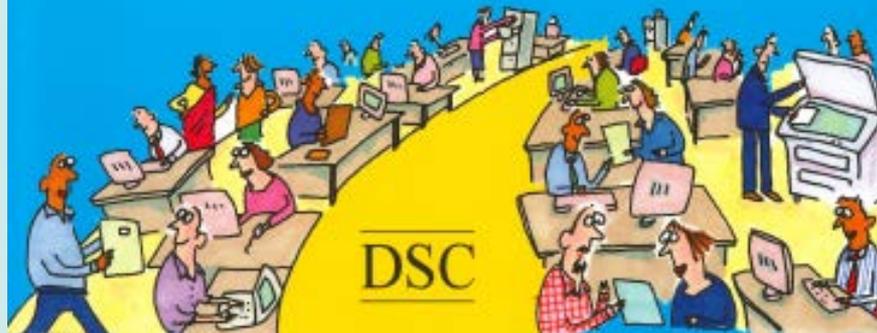


Debra Allcock Tyler



# IT'S TOUGH AT THE TOP

The No-fibbing Guide to Leadership





leading

Better ~~learning~~ is life changing.

**INSPIRE** **GROUP**



**TED**

**Forbes**

**\$55bn**

The biggest decision you make is  
who you name **leader**.

When you name the wrong person,  
nothing fixes that bad decision.

Not money, not benefits - **nothing**.

GALLUP

The biggest impact  
on health and happiness  
is the quality of your  
**relationships.**



**BUT THERE'S A  
PROBLEM**

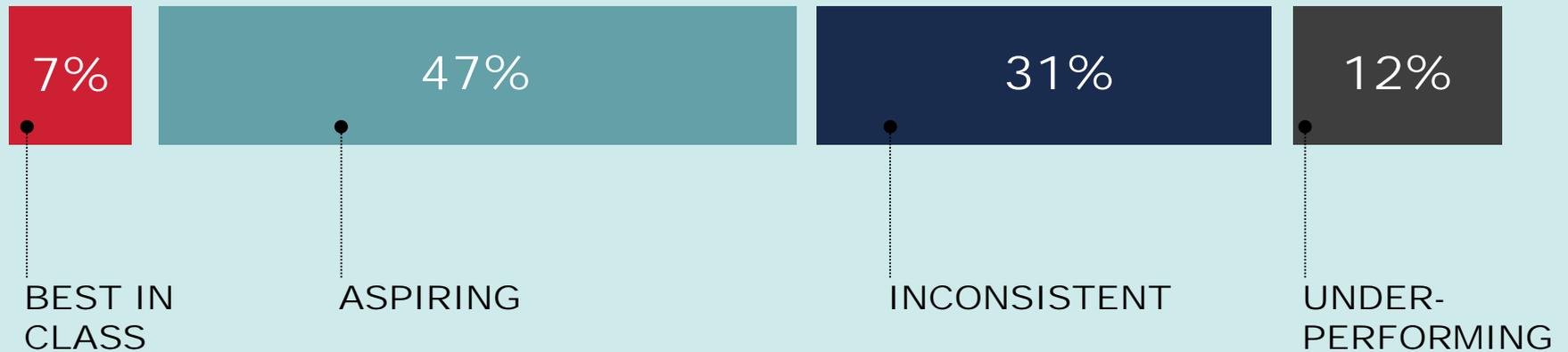
# % of leadership development efforts that are **effective**

*DDI Global Leadership Forecast 2011*

# 35%



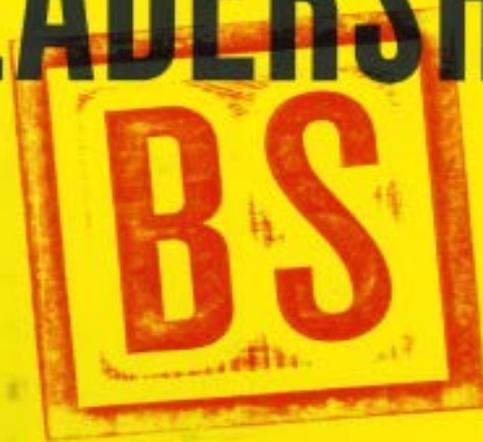
# Rate **your** leadership development



Jeffrey Pfeffer

Stanford Graduate School of Business

# LEADERSHIP



Fixing Workplaces and Careers  
One Truth at a Time

# ARE WE CLEAR?



what ma|

- what **makes a good leader**
- what **makes you beautiful**
- what **mammals lay eggs**
- what **makes wind**

Press Enter to search.



what makes a good leader

[All](#) [Images](#) [Videos](#) [Books](#) [News](#) [More](#)

About 32,700,000 results (0.83 seconds)

THE B TEAM



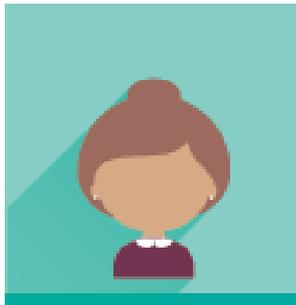
NEW  
WAYS OF  
WORKING

# MEET THE MULTI- GENERATIONAL WORKFORCE



**Veterans /  
Traditionalists**

70 year olds  
- 80+



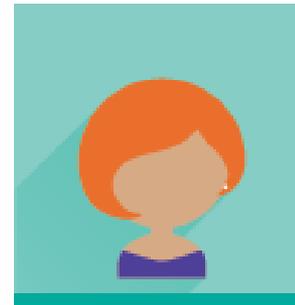
**Baby  
Boomers**

50 year olds  
- late 60s



**Gen X**

late 30s  
- late 40s



**Gen Y /  
Millennials**

20 year olds  
- early 30s



**Gen Z /  
Digital  
Natives**

born now -  
late teens



**A**  
**GROWTH**  
**Mindset**

**IS ESSENTIAL**

**Direct**  
**AND**  
**INSPIRE**

**LEAD Self**  
**BEFORE**  
**OTHERS**

Dedication, hard work, intelligence and talent are merely the starting point – ongoing reflection, challenge and stretch are essential to performance and personal growth.

To lead others with credibility, influence and impact, one must explore and master how to lead your whole self: in your life, health, attitude, feelings and ambition.

Two attributes that define you as a leader, giving you the ability to lead effectively.



MINISTRY OF BUSINESS,  
INNOVATION & EMPLOYMENT  
HIKINA WHAKATUTUKI

Auckland  
Council



Land Information  
New Zealand  
*Toitū te whenua*

ANZCO  
FOODS



SPORT  
NEW ZEALAND

LES MILLS

THE DEPARTMENT OF INTERNAL AFFAIRS

*Te Tari Taiwhenua*

Public  
Trust



NEWCREST  
MINING LIMITED



weta  
WORKSHOP



Spark<sup>nz</sup>



NEW ZEALAND  
FIRE  
SERVICE  
*Whakarātonga Iwi*

- **LEADERSHIP CONTEXT**

- Being a Leader in this organisation and the Public Sector
- State Sector Act
- Machinery of Government
- Manager Accountabilities
- Differences between Management and Leadership

- **SELF SKILLS**

- Understanding strengths and weaknesses
- Integrity and trust
- Self management
- Being proactive
- Collaboration
- Building relationships
- Drive and commitment / follow through
- Innovation management

- **YOUR ROLE AS A LEADER**

- Performance management
- Team building
- Motivation
- Delegation
- Communication
- Coaching others



*"We see the course as a two day workshop with pre and post course work, with a one day follow up course to see what change impact the course has made to participants."*



*"This proposal document is open so that you can make comment on our suggested approach above. We are keen to hear your recommendations on the approach, based on your experience."*



Today we're talking about identifying and removing superfluous, extraneous activities and information to get to the core essence of leadership development so that end-users are enabled to learn and grow in a self-directed manner.

In doing so, we will form strategic partnerships with key stakeholders to engage in meaningful dialogue to generate forward momentum....

Today we're  
talking about  
simplicity.

It's simple  
until **you** make  
it complicated

From the author of *The 80/20 Principle*

RICHARD KOCH  
& GREG LOCKWOOD



SIMPLIFY

How the Best Businesses  
in the World Succeed



**Harvard  
Business  
Review**

**Linked in**®

**Inc.**

**McKinsey & Company**

CONTEXT

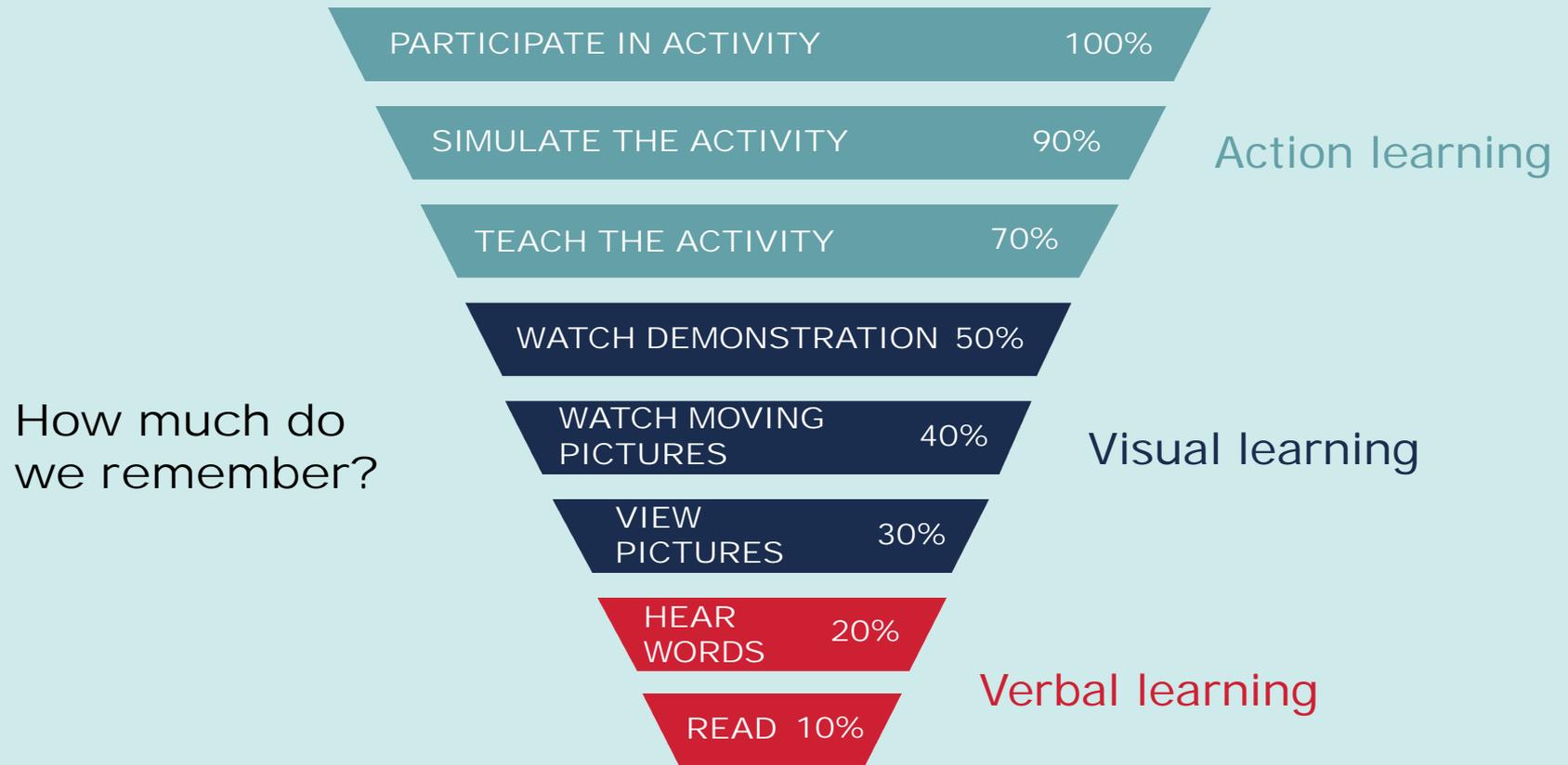
MATTERS

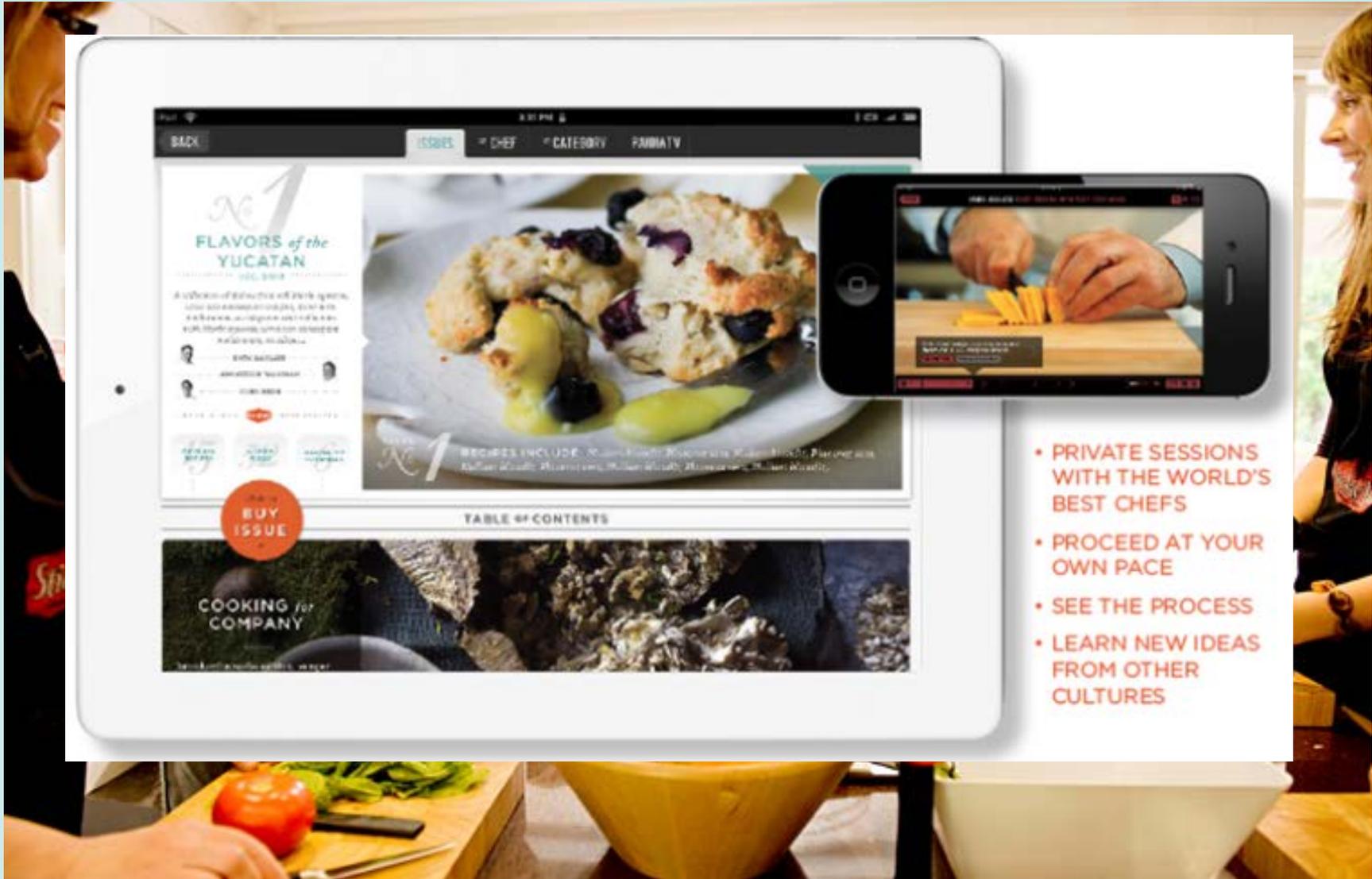
KEEP  
IT  
REAL





# How do we learn?





- PRIVATE SESSIONS WITH THE WORLD'S BEST CHEFS
- PROCEED AT YOUR OWN PACE
- SEE THE PROCESS
- LEARN NEW IDEAS FROM OTHER CULTURES

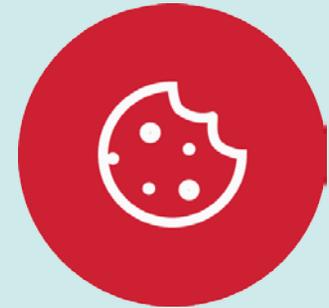
# The future is **now**



PERSONAL



PORTABLE



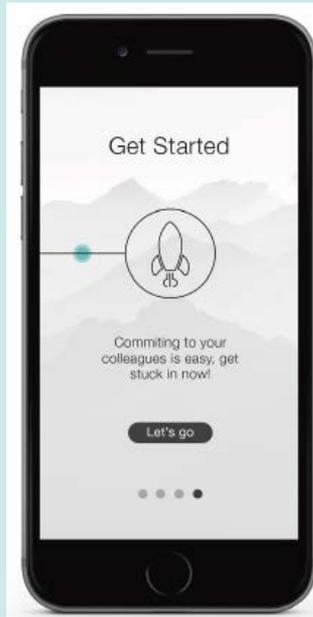
SNACKABLE



EXPERIENCE HEAVY;  
CONTENT LIGHT



SOCIAL - DIGITAL  
AND ANALOGUE





# Chameleon

CREATE BEAUTIFUL LEARNING

*A fully responsive authoring tool*



Learning Designer



Visual Designer



Developer



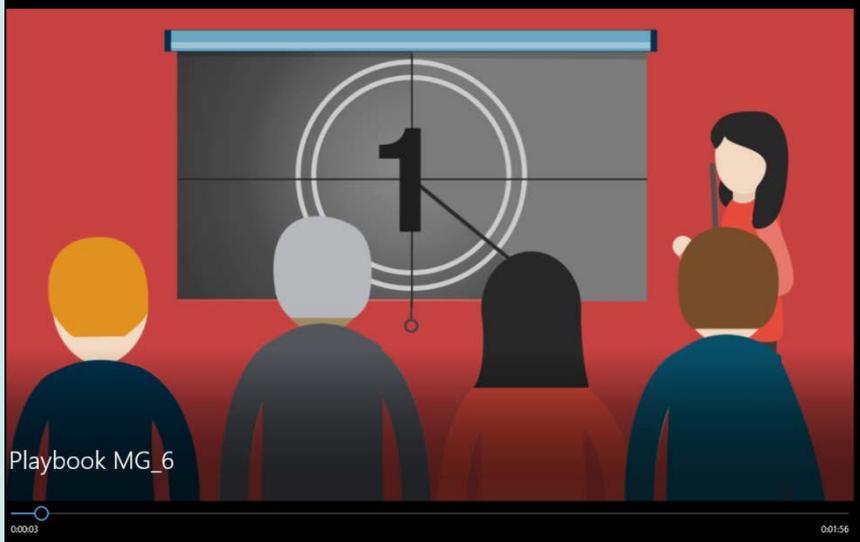
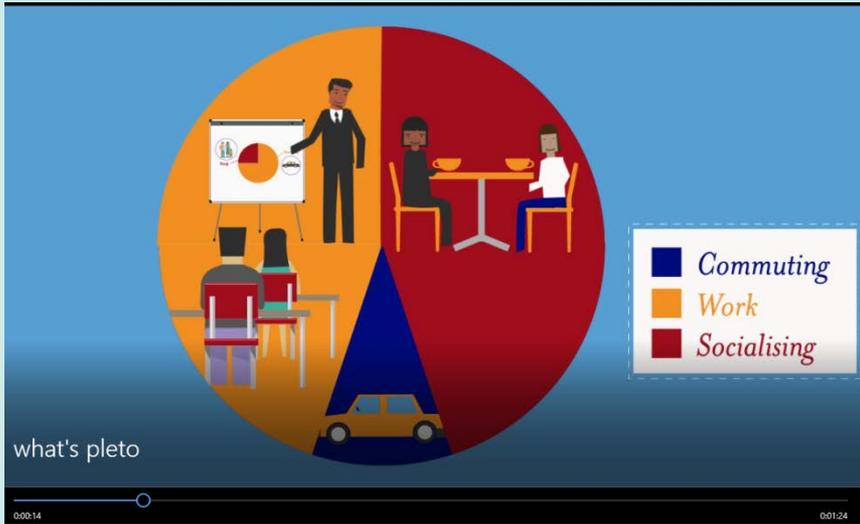
# EVALUATE

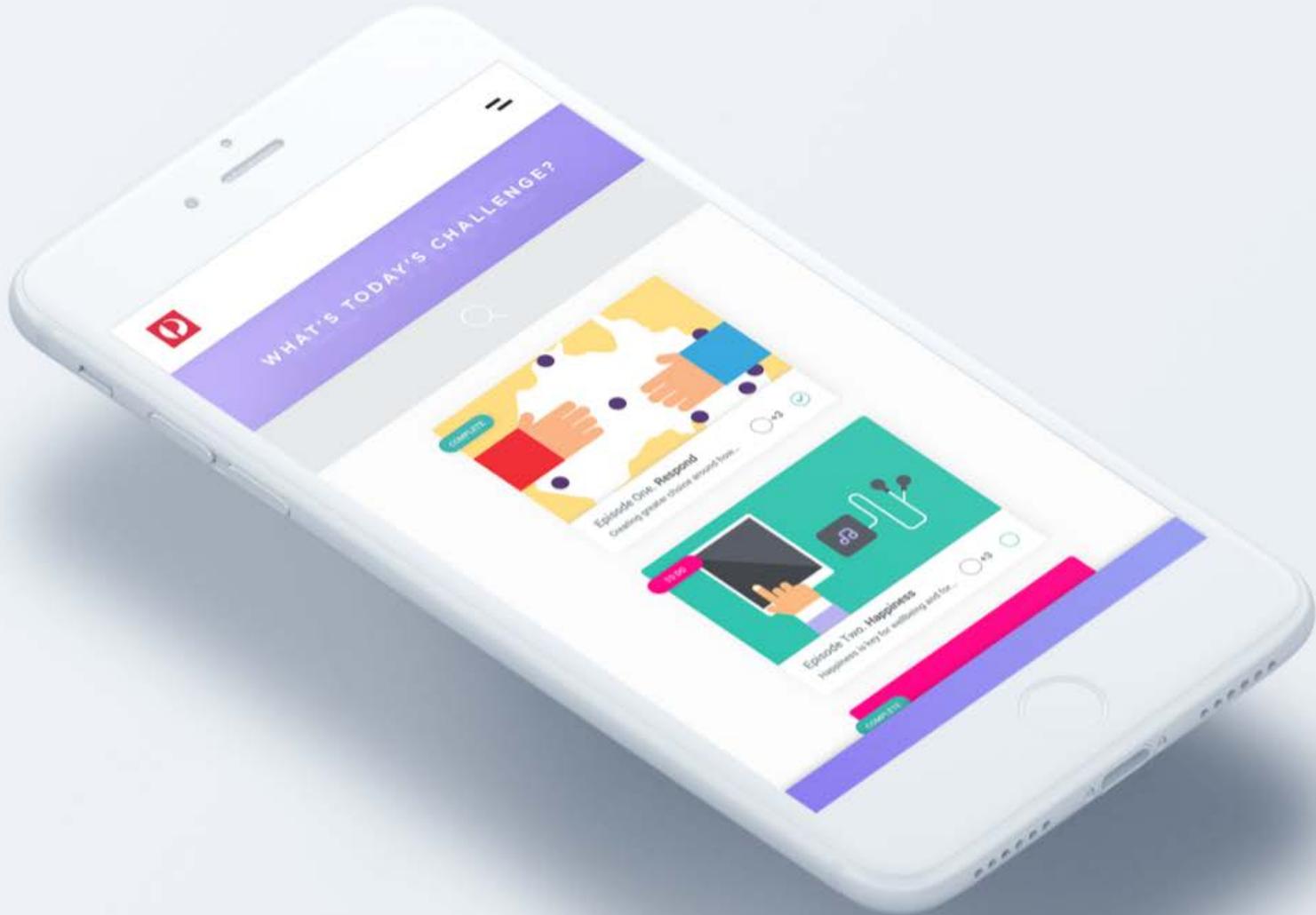
simple

low  
customisation

seamless

valuable





“I’ve learnt more about **myself** today than I have on any other leadership programme”.

# INSPIRING TO LEAD

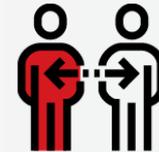
MINDSET  
TO LEAD



EMERGING  
TO LEAD



COACHING  
TO LEAD



# Feeling good



**Simplicity**  
is the ultimate  
sophistication

*Leonardo da Vinci*



# THANK YOU

Lets keep talking..

